

Covenant School of Nursing
Disciplinary Action Summary Assignment
Instructional Module 2

Student Name: Monica Terese Pauda Date: November 10, 2023 DAS Assignment # 3

Name of the defendant: Michelle Brooke Yerger License number of the defendant: 789389

Date action was taken against the license: June 11, 2013

Type of action taken against the license: Revoked

Use the space below to describe the events which led to the action(s) taken against the license. If multiple charges were in play, be sure and cite them, e.g. drug diversion, HIPAA violation, abandonment, forfeiture on student loans, etc.

Charge 1: *Twice on 11/5/11, Yerger removed 2mg of Hydromorphone inj from the Pyxis. The physician order was for 0.5mg. Once on 11/15/11, Yerger removed Hydromorphone 2mg inj from the Pyxis. The physician order was for 1mg of Hydromorphone. She did not document any waste on those three occasions.*

Charge2: *On 11/20/11, Yerger was displaying impaired behavior, slurred speech, and a dazed appearance while caring for patients. She admitted to hospital police that she had attempted to inject Benadryl directly into both upper arms.*

Charge 3: *On 11/20/11 Yerger took Benadryl and other medications into her personal possession that belonged to the hospital and patients.*

Charge 4: *On 11/22/11, Yerger admitted again to hospital police that she taken Norco and Valium without a valid prescription.*

Charge 5: *On 11/22/11, Yerger also admitted to the hospital police that she was under the influence of Methadone for a narcotics addiction.*

Charge 6: *On 6/19/12, Yerger had student loans in default.*

Use the space below to provide a description of measures you think could have prevented any action being taken against the license and/or would have prevented harm to the patient, if harm occurred.

Charges 1-5: *I think Yerger could have reached out for professional help when she noticed the beginning of addictive behavior. There are no details given on how the addiction started however, we are held to higher standard as medical professionals. If the medication was given to her for treatment, perhaps she could've spoken to her physician about alternative treatments. Admitting her addiction sooner would have prevented Yerger putting her patient's lives at risk.*

Charge 6: *Although this charge doesn't pertain to patient care directly, I still included it in the assignment because I didn't want to omit any charges listed on the court document. In a way, it does have the potential to affect patient care because not paying student loans could affect the availability of funding for others including future nurses. With a nursing shortage, we need as many capable nurses we can to provide safe patient care. There are many options to avoid defaulting on student loans. They're easy to reach out and obtain assistance for everyone who needs it. If she didn't want to explore that option she could've tried creating a budget (probably not the best option for someone with a drug addiction) however, it is still an option to avoid default.*

Identify which universal competencies were violated and explain how.

Documentation: *Yerger failed to document medication waste.*

Safety and Security (Physical): *Yerger violated this on several occasions by attempting to care for patients while under the influence of narcotics.*

Safety and Security (Emotional): *The document stated she was slurring her speech and looking dazed. That behavior was observed by her peers and possibly patients. Those actions cause a decline in the trust we work hard to earn by our patients and the community.*

Professional Role: *Yerger violated this by her poor decision to work while under the influence and neglect the patient and their safety. If she was away trying to inject Benadryl, who was watching her patients? Also she stole medication that belonged to the hospital which they paid for.*

Use the space below to describe what action you think a prudent nurse would take as the first to person to discover the event described, in other words, you are the one who discovers the patient has been harmed by the nurse or you have discovered the impairment or criminal activity cited in the disciplinary action.

Honestly, If I walked in on a person trying to inject themselves with Benadryl, I would probably yell something like " ARE YOU CRAZY?!" But then I would compose myself and report it to the charge nurse or person per the facilities guidelines. If I observed someone stealing medications I would report them per facility guidelines immediately to avoid patient care being compromised any further.